

**Rules of
Department of Higher Education
Division 250—University of Missouri
Chapter 5—Employment**

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**Title 6—DEPARTMENT OF
HIGHER EDUCATION
Division 250—University
of Missouri
Chapter 5—Employment**

6 CSR 250-5.010 Nepotism

PURPOSE: The purpose of this rule is to set forth the policy of the University of Missouri regarding the employment of relatives by the university. This rule may be found at section 5.0012 of the Collected Rules and Regulations of the University of Missouri.

(1) For the purposes of this rule, the following terms shall have the meanings specified—

(A) Relatives by blood or marriage shall be—

1. A person is related by blood (consanguinity) as closely as the second degree by the common law to the following: children; grandchildren; parents; grandparents; brothers and sisters; nephews and nieces; uncles and aunts; and first cousins;

2. A person is related by marriage (affinity) as closely as the second degree to his/her spouse and to the following blood relatives of his or her spouse: children; grandchildren; parents; grandparents; brothers and sisters; nephews and nieces; uncles and aunts; and first cousins; and

3. The half blood shall be considered the same as the whole blood. Stepchildren, step-parents, etc. shall be considered the same as blood relatives of the person or his/her spouse as the case may be. An *in loco parentis* relationship shall be considered the same as a blood relationship to the person or his/her spouse as the case may be;

(B) The term employees shall include officers, academic staff members and all other employees of the university;

(C) An administrative superior is any person who recommends the appointment or promotion, supervises the work or certifies the salary of another person. The term is not limited to the upper levels of university administration but includes all levels of administration where these functions, or any one (1) or more of them, in fact are performed. For example, a foreman is an administrative superior with reference to those s/he recommends or supervises; and

(D) The following are considered to be departments: Any department of instruction; bookstore; buildings and grounds including the department of construction; vice president for business management and vice president for finance and treasurer, all aspects not otherwise listed separately; hospital; residence hall; student union; Adult Education

and Extension Service; agricultural extension staff in Columbia; agricultural extension staff—northwest district; agricultural extension staff—northeast district; agricultural extension staff—southwest district; agricultural extension staff—south central district; agricultural extension staff—southeast district; agricultural editor's office; KOMU-TV; intercollegiate athletics; IBM office; president's office; secretary of the Board of Curators; photo service; registrar and alumni lists; library; counseling and testing service; traffic safety committee; student and university publications; student health service; ROTC—Army; ROTC—Navy; ROTC—Air Force; director of agricultural sciences, including fertilizer control; all dean's offices.

(2) No person who is related by blood or marriage to any member of the Board of Curators within the fourth degree by consanguinity or affinity shall become an employee of the university. No exceptions shall be made to this rule.

(3) There is no restriction on employment of persons related more remotely than second degree to university employees. A person who is related by blood or marriage more remotely than the second degree to any employee of the university may be employed by the university without regard to the relationship.

(4) The employment of any person who is related by blood or marriage as closely as the second degree to any employee of the university is discouraged, but where such person is needed to perform university services and appears to be the best qualified person available, such person may be employed by the university, except in the following cases:

(A) Where a prospective employee is related to a university employee who would be his/her administrative superior; or

(B) Where a relative of an administrative superior in one department is employed in another department and where a prospective employee for the first department is related to an administrative superior in the other department. For example, if the nephew of Department Chairman A is employed in Department B, the niece of Department Chairman B may not be employed in Department A.

(5) The president of the university in his/her discretion may waive the exceptions in 6 CSR 250-5.010(4) in the case of part-time or temporary employment.

AUTHORITY: section 172.100, RSMo 1986. Original rule filed April 19, 1977, effective Sept. 11, 1977.*

**Original authority: 172.100, RSMo 1939.*

6 CSR 250-5.020 Watchmen's Commissions

PURPOSE: The purpose of this rule is to enunciate the power of the Board of Curators to issue watchmen's commissions. This rule may be found at section 5.0208.02 of the Collected Rules and Regulations of the University of Missouri.

(1) Until further order of this board, the board does hereby delegate to the president of the university the authority vested in the curators of the University of Missouri under the provisions of section 172.350 RSMo. (1986), to grant in the name of the curators of the University of Missouri, the power authorized to watchmen, to any peace officer of the state of Missouri, or any city or municipality thereof, or to any permanent or temporary employee of the university, and that upon certification of the exercise of such authority the secretary of the board is authorized to cause to be administered the required oath and to issue certificates of authority.

AUTHORITY: section 172.100, RSMo 1986. Original rule filed April 19, 1977, effective Sept. 11, 1977.*

**Original authority: 172.100, RSMo 1939.*